



Building Fair and Productive Workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and non wage information from collective bargaining in Canada and updates on industrial relations issues.

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Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below; the full complement of the **19 available reports** for this issue can be found at [Current Summary Reports](#) (PDF format, 126kb).

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
New Brunswick New Brunswick Power Distribution and Customer Service, International Brotherhood of Electrical Workers, (600 customer service employees) <u>1284903</u>	Feb 08
Alberta Canada Safeway (3 agreements), United Food and Commercial Workers, (10,480 retail employees) <u>0982704</u>	Feb 08
Alberta Alcohol and Drug Abuse Commission, Alberta Union of Provincial Employees, (810 administrative service, technical and health and social care professional employees) <u>0625211</u>	Mar 08

A listing of all settlements, including those for which a summary report is not yet available, can be accessed at [Current Settlement Listing](#) (PDF format, 146kb).

Negotech



Negotech, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can conduct customized data searches.

Current and Upcoming Key Negotiations covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	140,550	MED/B	Mar 06–Jan 08
Canada Revenue Agency	PIPSC	9,490	B	Oct 07
National Research Council of Canada	PIPSC/RCEA	3,010	B	Jul 07/Apr 08
Government of Nunavut	PSAC	2,100	MED	Sep 06
City of Ottawa - OC Transpo	ATU	2,000	B	Mar 08
Marine Atlantic	CAW Canada	780	B	Dec 07
Private Sector				
Purolator Courier Limited	Teamsters	9,000	TENT	Dec 07
Bell Canada (Ont. and Que.)	CEP	6,260	TENT	Nov 07
MTS Allstream Inc. (Man.)	CEP	1,360	CO	Dec 07
Saskatchewan Wheat Pool operating as Viterra	Grain Services Union	700	CO	Jan 08
Provincial and Territorial Jurisdictions				
Public Sector				
Saskatchewan Association of Health Organizations	Various unions	32,680	CO/B	Mar 08
Health Boards of Alberta	AUPE/HSAA	22,650	B	Mar 08

Employer	Union	Employees	Status*	Expiry Month
Government of Newfoundland and Labrador	CUPE/NAPE	16,585	TENT/B	Mar 08
Regional Health Authorities of Manitoba	CUPE	11,000	B	Mar 08
Toronto Transit Commission	ATU	8,400	MED-ARB	Mar 08
City of Montréal	Various unions	7,670	B/ARB	Dec 06
Toronto Police Services Board	Toronto Police Association	7,310	B	Dec 07
Government of New Brunswick	Teachers	7,280	B	Feb 08
Government of New Brunswick	CUPE	5,760	B	Jun 07
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
City of Québec	Various unions	4,530	B	Dec 06
Government of New Brunswick	Nurses	4,390	B	Dec 07
Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
Société de transport de Montréal	CUPE/CSN	2,680	B/CO	Jan 07
Government of Prince Edward Island	PEIUPSE	2,440	ARB	Mar 07
London Health Sciences Centre (Ont.)	CAW Canada	1,100	TENT	Oct 07
City of Winnipeg	Firefighters	880	ARB	Dec 07
Prince Edward Island Department of Health	Nurses	790	B	Mar 08
Private Sector				
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	TENT	Jul 07
Canada Safeway (B.C.)	UFCW	10,230	B	Mar 08
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
The Great Atlantic & Pacific Company of Canada Limited (Ont.)	UFCW	6,300	CO	Jun 07
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	B	Jun 07
Catalyst Paper Corp. (B.C.)	CEP	2,100	B	Apr 08

Employer	Union	Employees	Status*	Expiry Month
Pharma Plus Drugmarts Ltd. (Ont.)	UFCW	1,500	B	Jan 08
Teck Cominco Metals Ltd. (B.C.)	Steelworkers	1,360	B	May 08
Connors Brothers (N.B.)	Charlotte Seafood Employees Association	1,000	B	Dec 07

* ARB - Arbitration	PAB - Post-arbitration bargaining
B - Bargaining	PCB - Post-conciliation bargaining
B/WS - Bargaining after work stoppage	PMB - Post-mediation bargaining
CO - Conciliation	TENT - Tentative settlement
MED - Mediation	WS - Work stoppage
M/WS - Mediation after work stoppage	

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
University of Toronto	CUPE/Steelworkers	9,140	Apr/Jun 08
Council of Academic Hospitals of Ontario	Professional Association of Internes and Residents of Ontario	3,100	Jun 08
Ottawa Police Services Board	Ottawa Police Association	1,680	Dec 07

Major Work Stoppages

involving 500 or more employees from **May 2 to May 22, 2008.**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Employer, Location, Union and Employees	Issues	Starting	Ending
McGill University Montréal, Quebec Fédération nationale des enseignantes et des enseignants du Québec – CSN 1,600 teaching assistants	Wages and working conditions	Apr 8/2008	

Innovative Workplace Practices—1st Quarter 2008

Bruce Aldridge

Strategic Policy, Analysis, and Workplace Information Directorate
Labour Program, Human Resources and Social Development Canada

This overview of workplace innovations is based on a review of 101 collective agreements settled during the first quarter of 2008. Of these, 27 settlements contained provisions considered to be innovative or of particular interest.

Duration

Forty-seven agreements had a duration of 36 months, representing slightly less than half (47%) of settlements for the first quarter of 2008. Twenty-seven agreements had a duration of 48 months and 7 had durations of 24 months. There were 19 agreements with 60-month durations; the higher count was due to several Alberta school teacher collective agreement settlements. There was also an extended agreement of 12 months between Okanagan Tree Fruit Company and United Food and Commercial Workers International Union.

Compensation

A **profit-sharing plan** between Toronto Star Newspapers Limited, Toronto, Ontario, and Communications, Energy and Paperworkers Union of Canada provides annual lump-sum payments based on the previous year's cash margin. The plan pays on an escalating scale on cash margins, i.e., gross profit of newspaper operations before the deduction of depreciation, amortization, interest and taxes above 13% of corporate revenues in the first year, 14% in the second year, and 15% in the third year of the collective agreement.

Henniges Automotive, Welland, Ontario, and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union have introduced a **productivity bonus plan**. Effective June 2, 2008, hourly wage rates

will be increased by 2.0% if average productivity is equal to 75% or greater. Effective June 2, 2009, the percent will also increase to 2.0% if productivity is equal to 85% or greater.

A **performance incentive plan** has been established between Canadian Pacific Railway Limited, system-wide, and Teamsters Canada Railway Conference. Effective July 1, 2008, there will be an annual maximum payment of 5.0% of employee's earnings payable no later than the end of February of the following year. The payment is based on reaching safety, service, and productivity objectives established by the committee and will be treated as pensionable earnings.

Aeroguard Company Ltd., Vancouver International Airport, Richmond, British Columbia, and International Association of Machinists and Aerospace Workers have negotiated a **living standards bonus**. Full-time employees will receive a monthly bonus equivalent to 3.75% of top earnings in recognition of cost-of-living challenges in the Greater Vancouver area. Effective April 1, 2007, the calculated amount will be \$114.08; April 1, 2008, the amount will be \$118.95. Effective April 1, 2009, the monthly bonus will increase to 7.5% of top earnings and will remain there for the remainder of the 48-month collective agreement. Part-time employees will receive 60% of the bonus amounts.

The above parties have also introduced a **volume, risk, stress and consequences bonus**. Effective April 1, 2009, full-time employees will receive a monthly bonus equivalent to 5.0% of top earnings in recognition of stress and volume factors inherent in the performance of job duties at the Vancouver International Airport. The monthly amount received will be \$153.66 for the remainder of the collective

agreement. Part-time employees will receive 60% of the bonus amount.

SAIT Polytechnic, Calgary, Alberta, and Alberta Union of Provincial Employees have initiated a **long-service** allowance. Effective July 1, 2008, for employees who have completed 7 years of current continuous service, have been paid at the maximum of their salary level for the classification during the preceding 2 years, and have received satisfactory performance levels will receive \$3,000.

The Nova Scotia Association of Health Organizations, province-wide, Nova Scotia, and Nova Scotia Nurses' Union have established a **recruitment and retention** bonus. Effective April 1, 2009, registered nurses will receive an amount equal to 2.1% of gross earnings. Nurses eligible to retire will receive 2.0% of gross earnings if they agree to remain employed for 12 months following retirement eligibility. Nurses must apply to participate in this program and may participate in a second and subsequent year. Retired nurses who agree to work a minimum of 24 shifts per year will receive \$500 per year.

An **interest arbitration** provision has been established between the Regional Health Authorities of Manitoba, province-wide, Manitoba, and Manitoba Nurses' Union. In the event that the maximum hourly rate of the General Duty Registered Nurse classification is below the fourth place in Canada on October 1, 2008, as compared to similar classifications in other jurisdiction, an interest arbitration hearing will be triggered. The corresponding wage increase awarded by the arbitrator as a result of this exercise will also be applied to all other classifications represented by the union.

Health and Welfare

Bombardier Inc., Military Aviation Training, Moose Jaw Saskatchewan and Cold Lake Alberta, and International Association of Machinists and Aerospace Workers have implemented a **flexible benefits** health plan. Effective January 1, 2008, employees may choose

selected coverages from any of 3 modules offered. The choice will be valid for 2 years ending December 31, 2009, at which time the employee can choose to renew the coverage, change to another module, or opt out of the plan.

A **health spending account** has been initiated between the Calgary Roman Catholic Separate School District No. 1, Calgary, Alberta, and Communications Energy and Paperworkers Union of Canada. Effective January 1, 2008, the employer contributes \$250 per year for regular full-time employees. The amount for employees working less than 30 hours per week will be prorated. Any unused balance may be carried over to the next calendar year where it must be used or forfeited.

The City of Hamilton, Hamilton, Ontario, and Canadian Union of Public Employees have established a provision covering health and welfare benefits for employees **working beyond age 65**. The benefit plan will provide coverages of drugs, extended health, dental, short-term disability and death benefits as long as the employee works.

Working Conditions

Atomic Energy of Canada Limited, Chalk River and Deep River, Ontario, and Chalk River Technicians and Technologists have introduced a **dangerous work** provision. An employee has the right to refuse work in dangerous situations and work which the employee has reasonable grounds to believe is dangerous to their health or safety or that of any other employee without the loss of wages or being given disciplinary action. The employee will first report such a situation to their supervisor and a joint investigation will be conducted by the union's health and safety representative, the supervisor and the employee.

A **voluntary separation** program has been introduced between Toronto Star Newspapers Limited, Toronto, Ontario, and Communications, Energy and Paperworkers Union of Canada. Employees of the

prepublishing and editorial department have a choice of 4 options as follows:

Option 1: Employees would receive a lump-sum payment or salary continuance equal to 3 weeks' pay per year of service, equal to the lesser of a maximum of 90 weeks' pay or the amount had the employee remained employed to 65.

Option 2: Employees 55 years of age or over and whose age plus service equals or exceeds 85 would receive a lump-sum payment equal to the actuarially based present value of the difference between the employee's pension and without applying the early retirement discount factor.

Option 3: Employees 55 years of age or over and whose age plus service equal or exceeds 75 would receive a lump-sum payment equal to 20 weeks' pay.

Option 4: Employees 62 years of age or over and less than 65 years of age would receive a lump-sum payment equal to the difference between the current base pay and pension benefit at release date for the period between the date and when age 65 is reached.

An **advanced notice of resignation or retirement** bonus has been negotiated between Seven Oaks School Division, Winnipeg, Manitoba, and Manitoba Teachers' Society. If written notice of resignation or retirement is provided no later than the last week day in February of the year in which the teacher is to resign or retire, they will receive \$2,000. If the notice is received no later than the last week day in March, \$1,500, and no later than the last week day in April, \$1,000.

Commission de la construction du Québec, province-wide, and Office and Professional Employees' International Union have introduced an **Act of God leave** of 3 paid days per year in the event of occurrences such as disasters, fires, and floods.

Labour-Management Committees

During the first quarter of 2008, 42 of the 101 agreements contained provisions for establishing committees dealing with a wide variety of issues.

Health and Community Services Agency and Regional Health Authorities of Prince Edward Island, province-wide, and Canadian Union of Public Employees have established an **operational needs** committee. The mandate will be to study the operational needs raised by the employer that could have an impact on full-time positions for reasons of good faith.

A committee to discuss **labour relations** has been established between Corporation d'urgences-santé, Laval and Montréal, Quebec, and Fédération de la santé et des services sociaux. The parties will address and solve problems related to working conditions, including the application and interpretation of the collective agreement and the implementation of agreements modifying the collective agreement to better adapt it to organizational changes.

Laval University, Québec, Quebec, and Canadian Union of Public Employees have established a **retirement plan financing policy** committee to develop a financing policy and consider methods of maintaining or improving its capitalization rate and of stabilizing employee and employer contributions.

CEZinc, Société en commandite Revenu Noranda, Valleyfield, Quebec, and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union have established a **training** committee. The committee will discuss ways to improve knowledge and competencies of employees in order to face present and future need of the plant. Its mandate will be to study requirements and duties and suggest appropriate prerequisites, identify and evaluate training needs, and recommend activities and training programs by favouring internal resources.

Other committees included in collective agreements deal with such items as job evaluation, labour relations,

early retirement, health and welfare benefits, health spending accounts, over time, and cost savings.

Previous articles on innovative workplace practices are available at <http://www.hrsdc.gc.ca/en/lp/wid/win/00index.shtml>

Coming in the Next Issue

- Wage Settlements—April 2008 analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs.

The Strategic Policy, Analysis, and Workplace Information Directorate offers more information than what is provided in this issue; go to <http://www.hrsdc.gc.ca/en/lp/wid/info.shtml> for a complete listing of products and services.

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